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NEW COMMUNITY

CLARION

SERVING THE PEOPLE OF BABYLAND - St. ROSE OF LIMA & NEW COMMUNITY

VOL. 4 NO. 12

NEWARK, NEW JERSEY

FEBRUARY 1987

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Recruiting Program Underway For Greater Employment Capabilities

Kathleen T. Francis has joined the Human Resources Department of NCC as its Director of Recruiting. The position is a newly created one which will play the dual role of both recruiting and staffing.

As she goes out to the community identifying some of the schools and their areas of expertise, Ms. Francis will also be making the schools aware of our commitment to employment in the community. She feels a healthy give and take is necessary such as an exchange of ideas and new programs or the enhancing of existing programs.

Part of Ms. Francis' job will be to get some of the NCC directors out into the schools to identify for them the type of work NCC is doing and the types of job openings that may arise. Another part of her job will be clarifying the actual needs of the NCC departments -- whether a full time person is needed or a part time person, or perhaps a student trainee. In this way she will be developing opportunities for student training.

The new director is looking at an outreach program, where, after reviewing all departments and the types of skills they need and learning about some of the institutions which provide these skills, the two will get together. An invitation will

be sent out to a placement director and someone from a particular department or school "to join us for half a day -- come sit down for lunch or brunch and learn more about NCC." In conjunction with that she



Kathleen T. Francis

"will be going out to the schools and learning more about them and trying to do some ongoing recruiting, getting ongoing referrals from all sorts of sources." Community based organizations like Urban League could be a source of qualified people.

"We need people to step forward," she emphasized, to tell us about themselves.

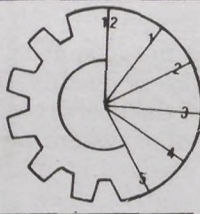
A recruiting program "forces us to do better staff planning," Kathy pointed out. Goals and objectives for different departments must be identified and specifics defined, such as the number of people needed and background information concerning job descriptions so that the recruiter is "not going out blindfolded." To facilitate this, an important aspect of her job will be working closely with Sister Dolores and Sister Catherine of New Community and their training program. It is planned that when people join the New Community Network they will receive training on the grass roots origin of the organization and the philosophy of human dignity which is a vital part of our history and which makes us different from many other

employers. They will also learn of our deep commitment to employment for Newark residents. Their supervisor will sit down with them and will help them to identify their role in NCC and how they can develop in this role to give back something to the company. Employment is a shared responsibility between employer and employee.

Not only will Kathy be doing external recruiting, "but ideally, the way Utopia runs" jobs can also be filled from the bottom level and everything done from within. Particular jobs requiring special technical skills might be one of the exceptions. "It shouldn't always be the first place we look is outside," she went on. The most qualified employee from within, who is a good performer is the first one who will be considered. Ideally jobs should be

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New Strides Taken To Reach Unemployed Employment Center Opens Central Ward office



What a wonderful present for the New Year the New Community Employment Center was able to give 199 people during the last quarter of 1986. Seventy-seven (77) people were placed in permanent jobs during both October and November and forty-five (45) during the month of December, despite

time out for holidays. This means that they are now finding permanent employment for applicants at the rate of 800 a year!

The volume has forced them to expand their facilities in an attempt to effectively reach even more people. By late February they expect to

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A Society Of Full Employment Is A Moral Obligation

This country prides itself on "freedom and justice for all," but no person is free who cannot find a job providing the economic means to control his or her destiny. Justice demands that priority be given to providing and creating jobs with decent wages and working conditions which respect the dignity of that working individual.

New Community believes that employment is not a privilege but the right of every person in this nation, allowing them to provide for the material welfare of themselves and their families thus retaining their own self-esteem. This flow of responsibility and benefit create an interaction vital to the health of our society.

New Community also believes that any program designed to help the public become self-supporting should include the training and counseling necessary to bring them to a comfortable level of self-esteem. Job creation and placement as well as child care

and medical benefits are imperatives. They should certainly be better off working than they would be depending solely on welfare.

We believe that at times when welfare support is necessary the measure of assistance it gives should not force recipients into a sub-poverty level of life.

It is also our belief that a nationwide standard of eligibility should be set for welfare benefits establishing a consistent level of minimum benefits for all. These benefits must also help those poor families in which there are two parents. A father (and his family) should not be punished or forced to leave home because he cannot adequately support them due to unemployment or poor pay. The stronger family unit produced will benefit society.

We will do everything in our power to bring to fruition a society where each human being is given an equal opportunity in life.



The Employment Center's Leslie Benton feels that her new computer vastly increases her efficiency.

Word Processors Are Appreciated

WANG Word Processors have been introduced to four areas within the New Community Network. The individuals who are taking advantage of this opportunity are Mary Ann Kearney of St. Rose of Lima; Mike Davis of NC Douglass-Harrison; Debbie Santa Anna of Social Services, and Kathleen Francis of St. Joseph Plaza. Each area has been equipped with a WANG Writer (dedicated word processor), printer, keyboard, monitor, software and of course, manuals. The equipment was made available to NCC by way of a generous donation from Touche Ross, Inc.

Personalized training was given to

efficient use anywhere from two hours to one week after arrival.

The single greatest advantage of a word processing unit over a traditional typewriter is the ability to modify an existing document and then reprint it. Both Mary Ann and Debbie find this feature essential when preparing articles for the Clarion editor, Pat Foley. Using the feature of the WANG Writer software, words or sentences or paragraphs can be inserted, deleted or moved within the document. The end result is a dramatic time savings in preparing articles for publication.

A second, more subtle advantage of a word processing unit is its positive



Social Service's secretary Debbie Santa Ana finds her work load easier to handle with the help of a computer.

all four individuals upon delivery of the equipment. The training is in line with a constant effort in the New Community Network to provide job training and development for employees to upgrade employment levels. The four join Carmen Gamalinda of St. Rose and Lee Dulog and Linda Walker of New Community who are also skilled in word processing capability.

The WANG Writer systems are designed to provide the end user with powerful text processing capability while requiring a minimum of technical expertise. As a result the units have become productive in a short period of time. Depending on the individual's previous experience and their degree of "computer phobia," the WANG Writers were in

effect on the creative process. Since words and sentences and paragraphs can be easily manipulated on the screen, the writer has more freedom to "experiment" with the text. You can try a sentence structure or follow a thought; if it does not look good, it is easy to overstrike or modify the sentence. All four of the users receiving the WANG Writer system have found that word processing allows them to be more creative when producing correspondence.

In a period of increasing office automation, word processing has proven to be a valuable asset. As future needs arise, many additional areas within the New Community Network and their employees will be introduced to this valuable modern-day tool.

Jim Rohrman

Gov. Kean Proposes Welfare Changes To Spur Economic Independence

A much needed reform of the Welfare system in this State has begun with the announcement of Governor Kean's mandate for commitment to the proposed program in his annual State of the State message, making it a statewide priority.

The program would be called REACH, coming from "Realizing Economic Achievement," and would emphasize work, self-sufficiency and opportunity. The feature setting it apart from all other programs is its **mandatory participation requirement**. "REACH will do what no other state's program has done," said Kean in his address. "It will require education, job training, or work of all able-bodied recipients as a condition for obtaining welfare."

Support Services

To make this possible, the State will offer the support services necessary, such as child care, Medicaid coverage, transportation, training and schooling as well as job placement. A contract of "mutual obligation" between welfare recipient and the State would be signed upon entry into the REACH program.

Legislators from both sides have praised the welfare initiative, thus insuring that parts which need their approval will receive it. July 1987 would see child care and Medicaid benefits in place for those who leave the welfare rolls to accept jobs and by October 1987 mandatory participation would be required in at least three counties. June 1988 would see REACH in place in 13 additional counties.

The program would direct its attention initially to young welfare mothers, especially those who are

receiving welfare assistance for the first time. "This means," said Kean, "that unlike existing programs, we must require young welfare mothers to go to school or to work. With proper child care available, women with infants as young as 2 years of age should be included in these requirements. Men and women all over America are going to work each morning and leaving their children at a day-care center, a friend or neighbor. Women on Welfare should be no different."

The program would look to private business to hire REACH participants at a specified wage level, retain them for one year and provide health benefits. In return they would receive New Jersey income tax credits. State encouragement would also be sought for programs in which job training and employment by the private sector was provided.

Though costly at first, if the welfare caseload is reduced only 15% by the REACH program it is expected to produce enough savings to pay for itself.

Young teenage mothers will be the focus of the first intervention with REACH since program research shows that over a third of young parents who begin to receive Aid for Dependent Children will be dependent on that aid in ten or more years.

Governor Kean hopes that the new program will become a model for the nation and challenged the young people "to do everything they can to build a future and support their families by finishing school and working. They have a moral responsibility to do so."

It is an ambitious plan but public/private sector cooperation can make it work.

Full-time Employment Counselor For Hispanic Community

The Schumann Foundation has awarded New Community Corporation a grant to hire a full-time counselor to work specifically with applicants from the Hispanic community. The new employment counselor will focus attention on the special needs of the Hispanic population by identifying local employers that require bilingual employees as well as employers who are willing to

hire workers that speak no English.

To facilitate access to our program, we plan to have the new counselor travel to locations throughout the city most heavily populated by Hispanic residents — for instance, one morning per week will be spent interviewing job applicants in the North Ward at St. Rose of Lima.

Our experience with youth has shown that such a concentrated effort can yield dramatic results. Youth placements increased 700% when a counselor was assigned to work only on applicants between the ages of 16 and 21. We anticipate a similar outcome with our Hispanic applicants.

We are very pleased to have this funding, which will cover the entire costs of a full-time counselor, because the Employment Center has recognized the special employment needs of the local Hispanic population from the beginning.

In the past, we have employed a part-time counselor for the same purpose but found it was not really enough time to assist the many Hispanic applicants we see.

We are very thankful for the confidence expressed by this grant and thankful that local funders, such as The Schumann Foundation, are working toward the revitalization of Newark and the uplifting of its residents.

L. Michelle Odom

THE NEW COMMUNITY CLARION

The N.C. Clarion is published the first week of each month as a community service. The Editor reserves the right to withhold articles and photographs once they are submitted. Opinions expressed in columns are those of the author and do not necessarily represent the views of the newspaper. Articles are appreciated by any and all concerned.

PUBLISHER: New Community Corporation
EDITOR: Patricia A. Foley
PHOTOGRAPHER: Eva Obermeyer
Send to: The Clarion
c/o New Community Corporation
233 W. Market Street
Newark, New Jersey 07103
(201) 623-2800
Circulation: 10,000

NCC Employment Center Computerizes

New Community Employment Center is computerizing operations and will soon offer improved services to the local labor market.

This great step toward modernity will primarily help us keep track of our massive list of employers. NCC Employment Center maintains a sophisticated cross-indexing system of nearly 1,000 employers detailing, among other things, the hiring requirements of the employers we work with. It is difficult to keep this information up-to-date by hand (especially when it seems half the world does it by computer). The new computer will make all the necessary changes in practically one stroke. This means, employment counselors will have more time to fill more local job openings with more local people.

We're very excited about our new

office equipment and have been working tirelessly to get the computer into use. Jim Rohrman, NCC Assistant Manager, has painstakingly worked with us to tailor our database and train staff on computer usage. Our staff have all contributed to the laborious process of entering data into the computer because we know the end result will be more jobs for local residents.

Our Compaq personal computer was purchased with a grant from The Hyde and Watson Foundation, to whom we are very grateful and thankful for its display of confidence. The Foundation has been supportive of the Employment Center in the past with other grants for office equipment. Without the support of local foundations, the Employment Center would not be able to offer the no-fee services it now provides.

Reaching Out To Unemployed...

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have a new Central Ward Office in New Community Gardens Seniors at 210 South Orange Avenue. They will continue to maintain their headquarters where they are now in New Community Douglas Homes located downtown on Hill Street.

The new office will more than double the space available to them. Right now they are cramped with four counseling offices, a receptionist and equipment for all five in 500 square feet. In order to be able to close the door in one of the offices the desk had to be brought out into the reception area to be rotated for the new arrangement since the room was too small to allow it to be turned while in it, and the applicant still has to be asked to "move the chair over a little bit, please" before the door can be closed. One visitor joked that he felt he had to "go through a decompression chamber" before coming in.

Outreach Important

The focus of the Employment Center for 1987 will be on outreach. With the extremely high rate of unemployment noted in the Central Ward, where more people are unemployed than employed, according to John Bins, our Director, what better place to begin? Part of the building in which they will be located is also dedicated to non-elderly handicapped persons, so the proximity of the new office should be of benefit to this group of people whose limited mobility makes job-hunting difficult.

The Employment Center is also sensitive to the fact that some people don't like to venture far beyond their own neighborhood. This phenomenon prevents them from taking advantage of the very opportunities that could improve the quality of their lives. It is hoped that this new location will make it easier for Central Ward residents to make use of the NCC Employment Center in locating local employment opportunities.

As Mary Bins, a founder and counselor stated, "Our experience in the employment field has shown that people in Newark want to control their own destinies and realize that a job makes this much more of a possibility. We know that when we show our applicants that somebody cares about them, they readily take up the challenge."

Counselor for Hispanic Speaking

The New Community Corporation Board has approved plans for 1987 which include the hiring of a counselor for Hispanic-speaking people and two additional counselors later in the year along with a receptionist for the new location. Mary and John Bins, who founded the Employment Center, tried to do without a receptionist when they began. However, they found that the work required for answering the phone, etc. "was a full time job, and dug into our placements," related John. "When we got our receptionist, that really had a profound effect on our placements -- that's how we got up to 602 placements last year." "Unfortunately," John continued, "when foundation or others are ap-

proached to pay for a three month training program for someone we couldn't hire (because their skills are not up to par), until they are a capable receptionist and typist, they don't want to do it." They don't want to fund a "temporary" employee. But it is this vital employee who makes it possible for the counselors to put 50 more people to work for that three month period, according to Bins' records. For some reason they see "1 trainee" instead of "50 permanent jobs." "I wish we could get them to understand," he said with disappointment in his voice.

If there is a church social concerns group or anyone else looking for a tremendous use for a fundraiser and which would like to sponsor the receptionist spot at the Employment Center (\$3000.00 a quarter) please contact either John Bins or Michelle Odom at 643-3828. Perhaps you could consider sponsoring a permanent receptionist who could train others. That might be an even bigger help and provide continuity as well as remove the time consuming task on their part every time a new temporary person came aboard.

The sooner the additional employees begin, the sooner they can begin to put more people to work. Although the 800 a year rate is certainly one to be proud of, "the sobering part is that there are 100,000 people waiting," reflected John.

Serve Whole Families and Neighborhoods

"We serve whole families," said Michelle Odom, co-Director of the Center, "and neighborhoods," echoed John Bins. "Getting a job is still big news in Newark," he pointed out, explaining that the flow was cyclical. If a person found a job he/she went home and told others in their family, and they said to themselves "I can do that", and came in to look for similar work. So too in neighborhoods where friends spread the word and even certain job situations such as nurses aides.

"Many have given up on themselves," Mr. Bins explained, but the Employment Center is geared to overcome that feeling with the training program and evaluation offered each applicant.

A story was told about one lady who was found a job ticketing in Secaucus, but when she lost that with a layoff she was found another. Each time she had to be given specific directions on how to get there -- which bus to take, the fare, where to get off, how many blocks to walk after that and in which direction. Her lack of education made her very difficult to place but they did not give up on her. She would even call when she got lost and John would help her find her way. One day she went past the bus stop and it took her all morning to get home. People such as these are the real challenge, more so than a secretary going somewhere.

Michelle told of woman who came in, and as is their procedure, she was told to come dressed as she would for a business interview. She came in tight jeans, sweater and blue nail polish and complained of trying to

Recruiting Program...

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posted so that information can be accessible to employees so that they can nominate themselves or their friends in Newark who need jobs and have the skills necessary. "All New Community people should be recruiters for NCC," said Kathy.

Currently Kathy is working with Jim Rohrman on a computer program to expedite the recruiting and staffing process. She hopes to develop a pool of potential job candidates, all interviewed and phone screened, storing names and skills of qualified people to be called as job openings present themselves. The pool would contain not only students but any other referrals -- from the Employment Center or walk-in candidates when the recruiting program is in full force.

In this organization, she pointed out, there are constant openings -- in security, or janitorial, or for nurses for instance. Many people finish school and go on to a better job or move etc. If openings can be identified quickly they can be filled quickly. So her task has begun and she will spread the word as quickly as possible that we have a serious recruitment program underway.

Kathy comes to NCC from four years of recruiting for Aetna Life and Casualty in Hartford, Connecticut where she rose from an entry level position to administrator of a staff of recruiters for the 13,000 employees located in the Hartford area. The company was strong in its

commitment to development of employees through education and training -- similar in philosophy to NCC in this respect.

For three months of her stay with Aetna, Kathy was a loan executive to United Way covering state and federal government in the 26 towns of the capitol region around Hartford, an experience which allowed her "to meet a whole different side of what made up Hartford and how that related back to Aetna." Her experiences while there should be helpful in her new position with NCC.

Earlier in her career Ms. Francis had put her business administration degree to use as assistant business manager and front desk supervisor of the New Orleans Hilton and Towers, New Orleans, Louisiana. She went on to become membership and activities director at the Rivercenter Tennis and Racquet Club of that hotel, soliciting corporate and individual memberships through creative marketing strategies. Kathy also gave private and group tennis lessons.

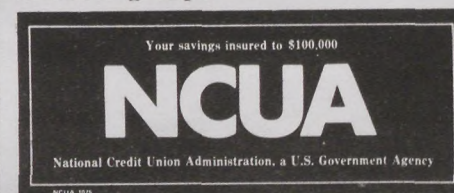
Ms. Francis is originally from New Orleans, where she received her B.S. degree from Xavier University. She decided to leave her hometown to reach out for the continued growth she felt was available through the resources of large urban cities.

We are very happy her path led her to New Community and are looking forward to working with her.

New Credit Union Service

The New Community Federal Credit Union, (NCFCU) is starting the New Year off with a new discount buying service for its members.

The BJ's Wholesale Club which is located at 300 Route #17 North East Rutherford, N.J. has agreed to take on the NCFCU as one of its discount member groups.



find a job but no one would hire her. The counselor suggested a change of dress and "perhaps taking off the blue nail polish." After her next interview she came back glowing -- she had gotten the job.

Success stories abound. A man who had begun as a dishwasher and worked his way up to cook's helper became serious about his cooking and has been working six months for a food service.

Employers are also satisfied because of the wealth of information they are given on training and background of applicants which helps them get the best person for the position. One employer was looking for a janitor and when he saw on one person's application -- Janitor in National Guard -- he knew that person knew how to do the work properly. It is this satisfaction which brings employers back for more employees.

The staff gets the best feeling

Because this service will allow members to buy at a fraction of the cost, it will promote thrift and big, big savings.

BJ's Warehouse has items ranging from major & small appliances to grocery products, tires and just about everything. You'll even find the kitchen sink!

All you need to gain entrance to BJ's warehouse is your top half of your quarterly statement, which shows your name and credit union.

Happy shopping!

from being able to place someone who is almost illiterate, but who could learn to do a very specialized job. Michelle taught one person how to go from box to box to fill out an application. She had not worked for one year -- and she was hired! "It makes you feel you **did** something that day," said Ms. Odom with satisfaction.

The work done by NCC Employment Center will certainly be helpful as the Governor's new Welfare Reform program gets underway. The center has been addressing the problem for a few years, but now more than ever their work will be recognized for the lives it affects.

There is a wall of "thank you" cards in their office. They get a lot of feedback, I was told. "I know we make a difference," said Michelle with glowing pride.

There are over 800 people in Newark who now have jobs who will also attest to that with pride.

Health Care Update

What has become of nursing — of care giving — and who will be our advocate if not we ourselves? My heart ached as I read, "...she has been called upon to do bedside nursing as well as her routine..." A registered nurse was being nominated to be Employee of the month — yet does doing 'bedside nursing' warrant commendation? If this was the role perception of one person, was that person unique? Sadly I am doubtful that this is the case.

A couple of years ago I was one of a few women attending a dinner meeting for hospital administrators. The group in general was well credentialed but discrimination against me prevailed when I mentioned my nursing background. Ironically this was one of the reasons I expanded my nursing role...I was tired of having decisions made for me by people who never really had hands on experience in health delivery. I traded off the fulfillment of direct patient care for the opportunity to impact the system.

Recently teachers have received support as a profession from society — one sees their role, perhaps selfishly, impacting on our own

futures. What about nursing? And our need for this profession? Can we as people, excellent in skills of denial regarding our own health, fail to examine the current status of nursing? How are nurses viewed professionally? Consider the negative influence of the way nurses are portrayed from cartoons (even in "Playboy"), to TV series to uniform advertisements, where sex appeal and short skirts do a disservice to many dedicated professionals. It is no wonder that when an individual sees a nurse giving a bath, it is felt that she is going beyond her duty!

The need for nurses is critical, yet as career opportunities grow, fewer persons are selecting this profession. What has happened? There are also fewer educational alternatives so the supply is declining. Some relief is obtained by importing nurses, however this presents long range limitations. Profitable nursing agencies dramatically increase health delivery costs without demonstrating concurrent productivity or quality to the delivery system and to the status of nursing.

Should society be concerned?

Connie Ford, RN, MPA

Extended Care Facility Employee Of The Month

Charles Wooten has been chosen Extended Care Facility Employee-of-the-Month for his "extraordinary sense of duty to the ordinary needs of life. What he does really makes a difference," said Sister Pauline, Assistant Administrative Director. He is a native of Newark, who received his education through the Newark school system. Charles attended Monmouth Street School, 18th Avenue School, and Barringer High. He is the father of two adult sons. Charles worked for Fedders Air Conditioning for 22

years. His job ended with Fedders when they moved out of the State.

Before coming to New Community Mr. Wooten worked at the Occupational Center of Essex County as a shop supervisor preparing handicapped adults to work in private industry. His hobbies and interests are attending Church when his work schedule permits, reading about and viewing sports events on television, going to see plays and collecting and reading books about black history.



Extended Care Facility Employee Council members present Charles Wooten with his award certificate.

First Anniversary Celebration

A special event is being planned to honor those who contributed of themselves to make the Extended Care Facility a reality. A year has now passed since the day the first residents came to live and the participants came to receive medical day care.

The gestation period was longer and more difficult than New Community Corporation ever could have imagined...the birth of the Facility occurred only through the efforts of many. And it is only because of continuing nurturing that many han-

dicaps inflicted by external sources are being overcome. Daily challenges present themselves but there are few things in life that are worthwhile that come easy; New Community Extended Care Facility and Medical Day Care Center is no exception!

The First Anniversary Celebration is scheduled for February 12th in the Medical Day Care Center. The program will include participation by the residents, participants and staff with the theme evolving around Valentine's Day — a time to say thank you to those who cared and gave of themselves.

Pastoral Presence At Extended Care

Since November 1986, Sister Consuela Scott has been working full-time as Chaplain at New Community Extended Care Facility. Sister Consuela has brought a warm, compassionate presence to her work as she provides spiritual and emotional support to the residents. She is also available to family members and facility staff.

Sister Consuela visits the residents regularly and arranges for individual spiritual needs. She relates well with the visiting church groups and coordinates religious services for the facility. Sister maintains contact with the clergy and lay representatives of churches in the community, and has taken residents to local churches for religious and social occasions.

Before coming to New Community, Sister Consuela's chaplaincy internship and training took place in Massachusetts at Bon Secours Hospital and with Hospice of Greater Lawrence. In these fifteen months in pastoral care of the sick and dying, Sister ministered to patients of many faiths and persuasions. Earlier experience included inner-city parish ministry in Paterson, with participation in various inter-denominational programs and activities. A spirit of interfaith cooperation and respect has been with Sister from her early years, where her childhood friends were Baptist and of other denominations. Public schooling also provided opportunities to learn more about different church groups and to share activities with them.

Ten years in Houston, Texas gave Sister Consuela her first assignment in health care work with patients at St. Elizabeth Hospital, as well as another experience in ministry at Texas Southern University where

she assisted the Chaplain in providing a religious atmosphere and programs for students.

Sister is a native of Richmond, Virginia. In 1944 her family moved to Long Island, and it was from there that she entered the Missionary Sisters of the Immaculate Conception after graduating from Howard University and two years experience as a social worker. Sister Consuela has her M.S. degree from the Catholic University of America. She has certification in Clinical



Sr. Consuela Scott

Pastoral Education and membership in the Association. Sister is also a member of the National Association of Catholic Chaplains and of the National Black Sisters' Conference.

Sister Consuela enjoys her visits and interaction with the residents and staff of Extended Care. She is pleased to participate in the facility's comprehensive program of health care which seeks to benefit the whole person, embracing not only the residents' physical needs, but also their spiritual, emotional and social needs.

Extended Care Forms Resident Menu Committee

The Dietary Department of the Extended Care Facility feels it is important to include residents in decisions about their living environment since this is their home. We feel it is also important to maintain consistency with their likes and dislikes.

To assist in accomplishing this and to enable residents to contribute and discuss their ideas regarding our menus, we have gathered together a Menu Planning Committee from among the residents. Members of the

committee are: Otis Miller; Wilbert Thompson; Rose Diacom; Catherine Merop; Theresa Kalowalski, Jasper Andrews; Pettigrew Robinson; Geneva Singleton; Pat Stein; and William Spruill.

Meetings with the committee will be held quarterly with the Dietary and Resident Activities Departments, who are sponsoring this activity, to accommodate the seasonal changes in menus which occur during Spring/Summer and Fall/Winter.



Busy members of the Extended Care Facility's menu planning committee pause for a moment to smile for the camera.

NCC Fine-Tunes Its Organization

Government officials, business officials, and NCC officials are in agreement. Corporations must concern themselves with managerial renewal and staff development.

NCC began their process of renewal in August 1986. The Corporation articulated and documented its philosophy, goal, and objectives which were subsequently disseminated at an all-employee orientation.

The Board of NCC has been involved in in-service workshops for planning, organizing, staffing, and directing. They have established an atmosphere for high expectations which are necessary to create a quality organization. The Board members are fast becoming reflectors of new ideas and thinking with a strong commitment to excellence.

Since evaluation of program and personnel is central to over-all success, NCC Administration revitalized its internal structure through an assessment of strengths and weaknesses.

This full scale review and self-appraisal determined a "recovery program" which has been in effect since September 1986. Needs were determined and categorized. Immediate action was taken on the following:

1. Clearly defined role descriptions.

To date, all directors have had an opportunity for input into their job descriptions for which they are responsible and accountable to the Board. An initial meeting of directors with the Board finalized job descriptions on which directors will be evaluated in mid-February.

2. Personnel Handbook.

An updated employment policies manual was distributed to all employees in October. Every employee is responsible for having read and for heeding employment mandates listed in the handbook.

3. Employee training and development.

A series of workshops are in progress for NCC Board of Trustees as well as for Directors. Among the topics discussed were leadership, delegation, supervision, time/self management, communication, NCC Philosophy, conflict resolution.

4. Improvement of communication.

The necessity for communication in the form of information and feedback has been stressed as vital for building professional/personal relationships. A basic communication workshop has been given to all Babyland employees.

5. Recruitment program.

The Human Resources Department of NCC has hired a recruitment director who will manage the planning, recruitment, and candidate selection process for all positions of NCC.

The NCC Board of Trustees will continue creating an atmosphere that serves its goal and that works in the best interests of the organization. They will continue to communicate desired values and beliefs as well as to promote interdependence, mutual trust, and respect.

Are We Being Pushed Aside?

The residents of Newark's Central Ward are still very much perplexed by the on-going struggle to build a supermarket in their neighborhood. There are several questions being raised daily.

- Who would be against a Shopping Center?

- Why shouldn't we have a supermarket within walking distance?

These are very reasonable questions yet they remain unanswered. We can't help but feel that the lifelong Newark residents and their needs are being pushed aside in the name of "progress"...their needs are totally ignored. For example —

1. The old Mulberry Street (termed "eye sore" by the business sector) has been transformed into the now "Mulberry Mall" to ensure that the adjacent real estate property values would not be harmed by its unprepossessing presence.

The comfortable, familiar area, however, was a revered gathering place for longtime residents -- a place where families met and much conversation and communication passed between them. Many of the merchants of old Mulberry Street did not wish to become a part of the new "Mulberry Mall". Despite their objections, the mall is there.

2. The University Heights Project has plans for redevelopment of 110 square blocks of Newark's Central Ward -- to be redeveloped in the interest of whom?

3. The old Newark Evening News building which sat abandoned for twenty years or more is being redeveloped as Condos and they have already been sold at \$90,000.00 each. How many lifelong Newark residents can afford to purchase these Condos?

4. Interstate Highway 24 wiped out many homes in one of Newark's most prominent residential areas --to provide a gateway for whom? Everything is possible for the rich, but what about us ordinary folks?

Why wouldn't a recreation center or a baseball field or added equipment to the YMCA or Boys Club command a high priority for the good of the neighborhood so that teenagers would have an option to



Georgia Ransome

the Video Joints where they interface with the crack and cocaine dealers? There are few options for jobs, and less than few for the many teenagers who would like after-school and weekend jobs. The Shopping Center would provide these.

The employment it provided would teach these young people responsibility and start them on a life in which they had some power to determine their own futures.

The same self-determination would apply to the adults hired.

All New Community endeavors have always been in the interest of the people who reside in the area. The Shopping Center is for the residents too. We are not talking about a luxury but a necessity. Job opportunities are desperately needed. The provision of life-sustaining food must be available.

In looking at the "renaissance" of Newark, the words of Frederick Douglass take on new meaning:

"Though slavery was abolished, the wrongs of my people were not ended. Though they were not slaves, they were not yet quite free. No man can be truly free whose liberty is dependent upon thoughts, feelings, and actions of others; and who has himself no means in his own hands for guarding, protecting, defending and maintaining that liberty."

If this city is ever to successfully turn itself around, it must begin by recognizing the human rights of ALL people. Without these rights "progress" is meaningless.

ANNOUNCEMENT

The Priory Restaurant Will Be Open On Saturdays

Valentine
Special



We will be open every Saturday Evening for Dinner beginning February 14, 1987
Seating — 6:00 p.m. - 10:00 p.m.

Featuring Southern American and Continental Cuisine

for our Opening, we are offering

A VALENTINE SPECIAL!

After Dinner Dancing to Love Songs
"Oldies, But Goodies"

Complimentary Glass of Wine with Dinner

NO RESERVATIONS REQUIRED

ST. JOSEPH PLAZA

233 WEST MARKET STREET, NEWARK, NEW JERSEY

201/242-8012

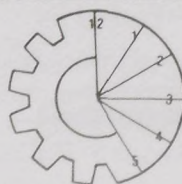


Every Time You Hire, You Change Someone's Life

A steady job is more than a paycheck. It creates a sense of accomplishment and motivates people to try harder.

Every time you employ from the Newark area, you enrich the lifeblood of the community and you invest in your own business's success—and Newark's future.

For free assistance in finding qualified job candidates from the area who meet your requirements, contact the New Community Employment Center (201) 643-3828.



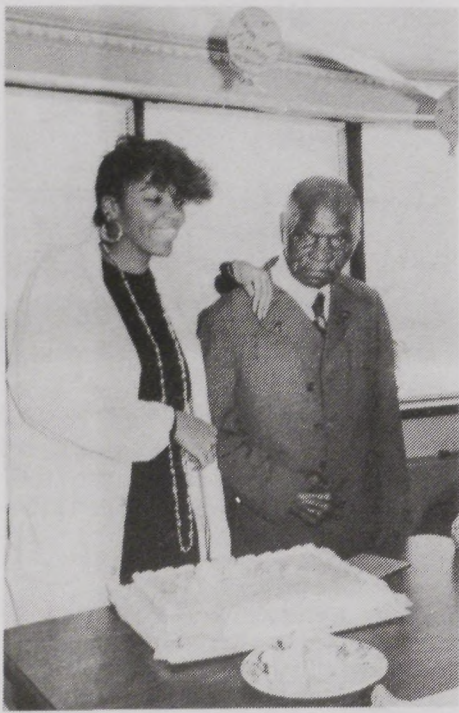
**New Community
Employment Center**

15 Hill Street
Newark, N.J. 07102

(201) 643-3828

Oldest Resident Honored On Birthday

The birthday of the oldest resident of the New Community Extended Care Facility, Joshua Spruill, was



Special Aide Della Hankerson makes sure that Joshua Spruill receives the honors he is due as the building's oldest resident.

cause for celebration this month as he reached his 98th year. Mr. Spruill was born on January 26th, 1889 in Scotland Neck, North Carolina and used to work on the Railroad there and in the local steel plant. He enjoyed doing a little bit of traveling and visited Pittsburgh, Pennsylvania frequently. At the age of 22, Mr. Spruill got married and was happily married for thirty years until his wife passed. He has seven children: 4 daughters and 3 sons.

At 98 Mr. Spruill is still very alert and charming. He enjoys the company of others and loves to converse with everybody! Mr. Spruill is a long time member of the Mason organization.

In remembering his early years, Mr. Spruill told us his favorite hobby was playing stick ball with his neighborhood friends.

We at the Extended Care Facility are proud to have this engaging individual in our presence. He has brought fun to others, and everybody enjoys him.

Enjoy your 98th birthday Mr. Spruill and may you have many more to come. "We love ya."

Della Hankerson

THE CHEF'S CORNER

For all you seafood lovers, here's something that is guaranteed to enhance your love even more:

SEAFOOD LASALLE

For Two:

- 4 cherrystone clams
- 2 med. size shrimps (shelled & deveined)
- 2 pcs. 2 oz. white fish
- 2 pcs. 2 oz. dark fish
- 2 oz. sea scallops
- 1 can (28 oz.) Italian plum tomatoes
- 1 oz. red wine
- 1 clove garlic crushed
- 1 jigger clam juice
- pinch oregano
- pinch cayenne pepper
- salt to taste

Saute fish in 2 tbsp. olive oil for 2 minutes. Add rest of ingredients ex-



RODRIGUEZ
JOE

cept tomatoes and simmer for about 4 minutes. Add tomatoes and cook on low heat for 15 minutes.

Boil ½ lb. linguini al dente. Place on 2 dinner plates and dish the seafood over it.

And if you do not want to fuss over a stove, come to the Priory and let me serve it to you.

Either way, this is Joe saying bon appetit!



233 W. Market Street

at

Newark, N.J. 07103



Join us for a relaxing musical interlude with
"Thursday Night Showcase"

Featuring N.C.C.E.

a New Community Creative Ensemble

in the atrium beginning at 6:30 p.m.

Buffet until 11:00 p.m.

Cash Bar

"Adopt-A-Grandparent"

Five senior citizens from NCC Roseville have been adopted as grandmothers by five Cadets from Troop 472 which meets every Wednesday at Martin Luther King School. Yvonne Bouknitht, troop leader, said the idea belonged to the girls themselves. Once a month Mary Boyce, Etta Lynch, Elizabeth Singleton, Mattie Harris, and Charlie Cameron will be visited by their respective "grandchildren" Jovonda Tate, Kicha Gordan, Kenya Williams, Jennifer Wiley and Venetta Wood. The girls will do for them what grandchildren do — listen, talk, run errands and, especially, enjoy each others' company. In between visits there will be phone calls

and cards.

The cadets carried date books with them and immediately jotted down birthdays and marked the next visiting day on the calendar. They found the experience delightful, especially since Jovonda, Kenya and Jennifer have no living grandmother. Kicha was amazed to discover that her grandmother already has fifty-seven grandchildren but was happy to be adopted. Jennifer giggled, "My grandmother likes to boogie."

Words of affection and welcome came from the grandmothers, making the girls feel comfortable, and at home.

Sister Kathleen



Elizabeth Singleton, a NC Roseville resident, shares her mementos with Cadet Scout Kenya Williams.



Girl Scout Cadet Lakisha Gordon pores over a calendar she had brought along to show Etta Lynch, another Roseville resident.

Lunch With Your Soap Opera Stars

A novel feature of the cafeteria at the NCC Extended Care Facility is Soap Opera Time. Your favorite daytime Soap Operas can be viewed while you eat from 10 a.m. to 4 p.m. daily. The cafeteria, located in the facility at 266 South Orange Avenue in Newark is open to the public.

Please come and partake of a delicious home cooked meal while enjoying your favorite Soap Opera Star. We are looking forward to your participation in this activity.

Elizabeth F. Dougherty, D.M.D.
and
Audrey Malone, D.M.D.

Dentistry for Adults and Children
at
New Community
Extended Care Facility
266 So. Orange Avenue
Newark, N.J.

Office hours by appointment Monday through Saturday, with evening hours available.

Call 242-5737

Security Corner

Officer of the Month

Security Officer Faruq Saleem has been selected as the Officer of the Month of January 1987 because of his unselfish loyalty and dedication to duty.

Officer Saleem is assigned to the Extended Health Care Facility on the second shift. He has been with NCC Security for approximately a year and a half and he has worked at the above facility since the early stages of its construction.

The security officer is an imposing individual with his six foot four inch frame, who has been described by hospital personnel as a very kind and considerate person who is always pleasant and courteous. He enjoys his work and takes great pride in performing his duties.

During his tour he can be seen any night escorting female personnel to

the parking lot, in addition to guarding the facility's immediate area. Many of the staff have expressed the fact they feel a deep sense of security and well being as a result of his presence.

Officer Saleem demonstrates the kind of professionalism and attitude that we strive to engender in all our security personnel.

Mrs. Rosetta Reed, Director of the Dietary Department, is quoted as stating that "as he passes through on his tour of duty he is always willing to lend a helping hand, where requested, to help either me or my staff."

Officer Saleem was given the award, an engraved plaque, by Director James E. DuBose and Assistant Director Otis Rhynes. The award is co-sponsored by Katzins Uniform Company, of Newark.



Asst. Security Director Otis Rhynes and Sr. Pauline share in the pleasure as they award S/O Faruq Saleem his plaque of honor.

Black Heritage Flag Raising

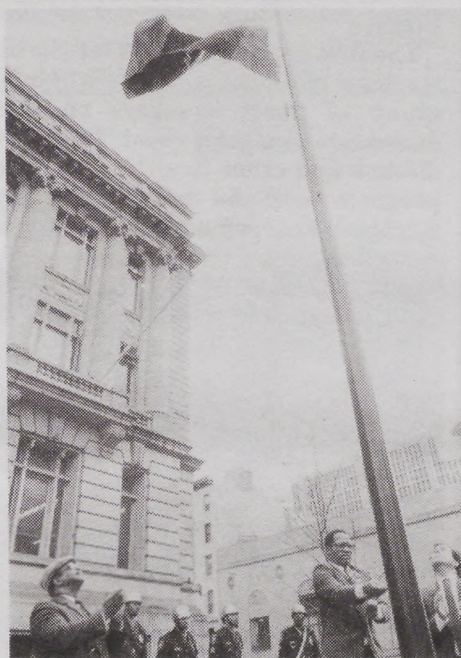
On Thursday, January 15, 1987, the NCC Color Guard participated in the second Black Heritage Flag Raising Ceremonies in honor of the late Dr. Martin Luther King, Jr., on the front lawn of Newark City Hall.

Melvin Charles the designer of the Black American Heritage Flag opened the ceremonies at 12:00 noon with a short speech about the flag's origin and Dr. King. He was followed by Keith Jones, President of the Newark Chapter of the NAACP, who is also the Chairman of the Martin Luther King Memorial Committee.

Mayor Sharpe James, welcomed all who attended the outdoor ceremonies. He spoke of Dr. King and Dr. King's sacrifice for the betterment of all humanity.

After the speeches, the flag was raised. Immediately after the flag raising the NCC firing party, an element of the NCC Color Guard, on signal issued by Sgt. John Jackson, Commander, fired three volleys into the air from M16 automatic rifles, supplied by the Newark Police Department.

The ceremony ended with Lt. John Reed of the Newark Police Depart-



Mayor Sharpe James raises high the Black Heritage flag at Newark's City Hall as the flag's designer, Mel Charles (L) and the NCC Color Guard look proudly on.

ment playing "Taps."

The firing party consisted of: Ricky Pruitt, Charles DeWitt, Champ Blackwell and Sgt. John Jackson.

Newark Museum Events

Family Fun

In honor of Black History Month, the Family Festival on Saturday February 7 is *Africa, We Are Your Children*. Young festival-goers can create African headresses while adults attend two African craft demonstrations, "Jewelry in the Style of the Woodable People" and "Tie-Dyed Cloth in the Adire Technique" with Arts Workshop instructors Bisa Washington and Bea East. Other activities, including a performance, face painting and short films, will explore the theme of African culture. *Saturday February 7, 10:00 a.m.-1:30 p.m., Rutgers Robeson Campus Center, 350 Martin Luther King Blvd., Newark. Parking available at Museum Penny Lane Lot (corner University & Central Aves.) or Rutgers Garage (University Ave.) For information, directions and group reservations, call 596-6550. Free.*

Children's Theater

On February 7, we salute Black History Month as West African folklorist Kwame Nkrumah explores African culture through folk tales, music and slides. The Nigerian storyteller will provide entertaining and humorous anecdotes about such traditional characters as Ananse the Spider and the Tortoise and the Rabbit.

Saturday, February 7, 12:30 p.m., Rutgers Robeson Campus Center Multipurpose Room, 350 Martin Luther King Boulevard, Newark. Free.

Family Films

A series of African Folklore films will be screened at the *Africa, We Are*

Your Children Festival on February 7. They are *Family of N'Gumba* (11 min.), which deals with the son of a village chief; *The Cowtail Switch* (8 min.), about the search for a lost but not forgotten hunter; *The Rug Maker* (9 min.), the story of a handsome village prince who becomes a master craftsman, and *Tauw* (27 min.), a portrait of a Senegalese youth. *Saturday, February 7, 10:00 a.m.-12:30 p.m., Rutgers Campus Center. Free.*

February

7 Saturday

Family Festival: *Africa, We Are Your Children*, Rutgers Campus Center, 10 a.m. - 1:30 p.m.

Children's Theater: *African Storytelling*, Rutgers Campus Center, 12:30 p.m.

8 Sunday

Concert: *Henry Butler*, Bethany Baptist Church, 4 p.m. Admission by ticket only.

15 Sunday

Concert: *Noel Pointer*, Queen of Angels Roman Catholic Church, 4 p.m. Admission by ticket only.

18 Wednesday

School Holiday Workshop: *American Crafts*, Museum Main Building, 1-3 p.m.

20 Friday

School Holiday Workshop: *American Crafts*, Museum Main Building, 1-3 p.m.

22 Sunday

Concert: *New Jersey Mass Choir*, Trinity Cathedral, 4 p.m. Admission by ticket only.

Ballantine House Tours Saturdays & Sundays, 1:30 & 2:30 p.m.; Tuesdays-Fridays, 12:30 p.m.

All events are free.

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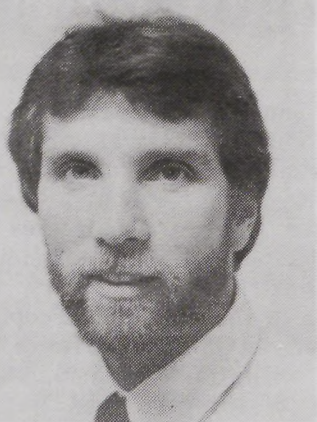
The Resort Diet

So you have read all the diet books, taken all the pills and eaten all the microscopic frozen diet meals and nothing really seems to work. Take heart, you're not alone. There are probably a few million people in the same boat.

Of course, your first reaction is that this is just another attempt to reduce your pocketbook and not your waistline, but it's not. Actually, this article is about to tell you what you already know.

Now you are probably saying "The Resort Diet", that sounds like all those other fad diets. However, the Resort we are talking about is the "Last" Resort — the point you reach after you've tried all the other diet programs, that don't work. I'm not sure I'm completely comfortable with the word diet either, because as Richard Simmons says, "diet starts with the word die." I think that the "Last Resort Eating Management Plan" would be a better title for the article, but if it was, you probably would not have read the article.

Now that you're this far, read on! The main idea I want to get across is that YOU know that to do. You need to eat from the four (4) basic food groups, cut down on your fat intake and increase your fiber intake. That sounds basic, but how many of us really stick to that type of eating program? I know I don't always, but it's the NOT ALWAYS that is literally killing us. High cholesterol and high blood pressure can result from poor eating habits. They are the leading cause of heart disease and stroke and have been



By Kerry Gillespie
Exercise Physiologist

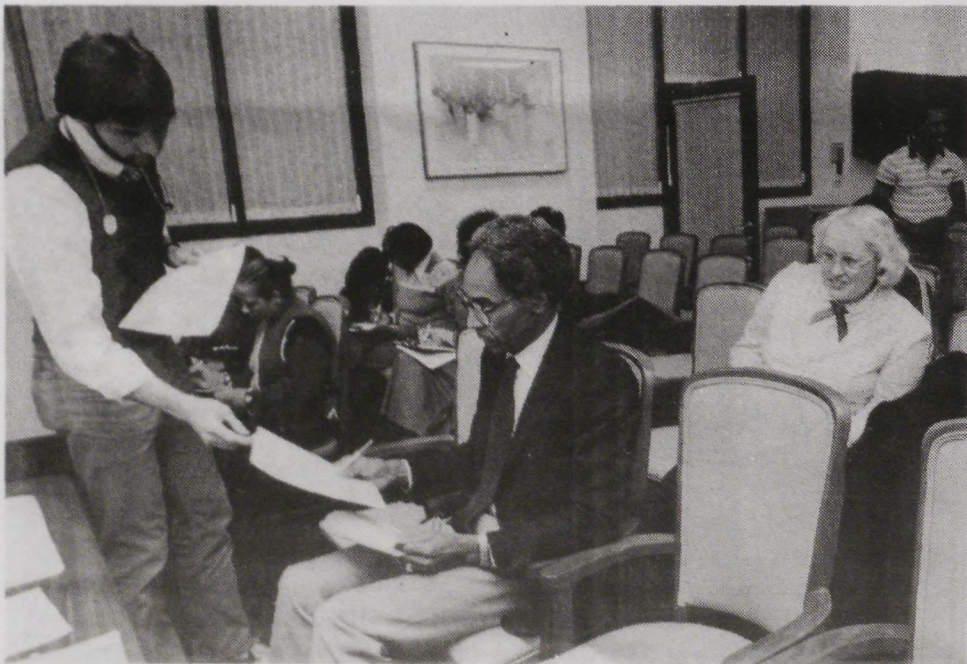
linked to certain cancers.

Now you might say my health is important, but what does this have to do with losing weight? Well actually a lot, when you incorporate this plan of WHAT to eat with HOW you eat. More specifically the TIMES you eat. It is a proven fact, that most overweight people eat only one meal a day. That must mean that a person is losing weight the rest of the day, right? Wrong! There are two main problems with eating once a day. First, you are eating all your calories in one shot and the body does not handle calories in large doses. The more food you eat the slower it digests. The slower it digests the more calories the body can absorb into the system. The second problem is that during the rest of the day when you don't eat, the body's metabolism rate is in a fasting state, meaning the body is conserving energy not burning it.

By now you're looking for the bottom line, so here it is. To achieve effective weight loss and maintenance, you need to eat 3-5 small meals a day. Reducing the fats and fried foods, increase the fruits, vegetables and whole grains and minimize or eliminate "junk food".

Up to this point I have not talked about the role exercise plays in this plan, because it is a topic for its own article, but it does play an important role in burning the calories you have stored in fat.

This might all sound like a lot of work, to reach successful weight loss, but keep in mind what Art Linkletter says on this subject — "The only time success comes before work is in the dictionary!"



Kerry Gillespie hands out circulars and forms to be filled out during the Spa's Open House for the Newton Street School teaching staff.

FOOT FACTS:

The Three C's Of Foot Care

Office Hours at St. Joseph's Plaza
9 - 12 Mon. 9 - 12 every 2nd & 4th Sat.

CLEANING

- Wash feet daily, paying particular attention to the area between the toes where infection may occur. Dry and sprinkle with foot powder.
- Wear absorbent, clean socks to allow feet to breathe and to help reduce odor-causing bacteria.

CARING

- After sports activity check feet for red spots. These signal a developing blister and should be covered with moleskin to prevent irritation.
- Trim nails straight across to avoid ingrown toenails.
- Wear slippers in shower rooms to avoid athlete's foot. If athlete's foot develops, use a medicated foot spray or cream.

CUSHIONING

- The cushioning on the bottom of athletic shoes wears down. Put insoles into shoes to avoid shock or added pressure on the feet, knees, ankles, hips and lower back.

Sport-related problems

ACHILLES TENDONITIS is inflammation of the Achilles tendon located at the back of the leg, which connects at the heel. The swelling may be due to improper stretching or running, speed work or hill training. This can be prevented with warm-up exercises and moderately-

Dr. Kenneth

Frank

Podiatrist



paced training. A heel cushion or cup inserted into athletic shoes can help to stabilize the heel.

SHIN SPLINTS, or pain in the lower, front portion of the leg may be caused by overuse of muscles or excessive jumping. Proper warm-up exercises are advised in order to prevent the condition. If a shin splint stems from insufficient shock absorption, it may be prevented by adding insoles to shoes.

PLANTAR FASCIITIS is inflammation of the facial pad that runs along the sole of the foot. It may be caused by shock to the plantar fascia during running. Pain can be felt in the heel or in the main part of the arch. Athletic-shoe inserts can prevent a condition by keeping the foot stable and properly aligned.

FOOT SHOCK is caused when abnormal pressure is sustained by the foot over a long period. It contributes to many injuries to the feet, legs and lower back. Long periods of running on hard surfaces make the feet less able to counteract the pressures of gravity. These pressures are transmitted upward toward ankle, knees, hips and back. A shock-absorbing sports insole can provide extra cushioning for the feet to help prevent foot shock.

The Doctor Is Back

"The Doctor Is In" lecture series will start a new group of lectures on Tuesday, February 24th at 6 p.m. in the conference center at St. Joseph Plaza.

The first program of 1987 will be on the topic of diabetes. There will be a group of guest speakers on this disease which can lead to heart disease and other health risks. The program will be coordinated by Elizabeth Fear, who is the Director of

The Essex County Chapter of the American Diabetes Association.

I know you would not want to miss this informative program on a topic that should concern everyone, whether you have diabetes or not. Seating is limited and based on a first come basis. So come out, bring a friend and get the facts. We'll see you then!

Kerry Gillespie
New Beginnings Health Spa



Mike Mitchell, one of the Spa's fitness consultants, supervises proper use of the abdominal crunch machine in the circuit room.

WE SALUTE THE
P.R.E.S.I.D.E.N.T.S



There Ain't No Back To A Merry-Go-Round

A merry-go-round is an amusement ride that consists of a revolving, circular platform upon which are mounted, on verticle poles, brightly painted wooden horses and other animals which go up and down as it whirls around, every point of which is equidistant from a fixed point within, so that there is no front or back. As the rider pays his admissions, the carousel moves around a little to admit the next rider until it is filled, at which time the entrance gate is closed, the music continues, and the whirling ride goes on.

At one time, in our country's history, some of its citizens were forced to sit in the back of a public conveyance, much to the offense against their dignity and self respect. One such young commuter was relieved when he had the opportunity to ride on a 'merry-go-round', for this time, he didn't have to sit in the back to ride, as there was no back to the 'merry-go-round.'

While discrimination is the act, prejudice, a sin, is the attitude, the seed from which the act evolves. Zechariah 7:9,10 warns us against committing the evil, prejudice, when it tells us to, "execute true justice, show mercy and compassion everyone to his brother...let none of you plan evil in his heart against his brother." "For inasmuch as you do it unto one of these, my brethren, you do it unto Me," (Matthew 25:40). The first letter of John 4:20 goes on to say, "...he who does not love his brother whom he has seen, how can he love God whom he has NOT seen?" Prejudice does not emanate from love, but from the absence or withholding of love.

Prejudice, a form of thinking in which people reach conclusions that are in conflict with facts, prejudices and fosters dislike even though there is no logical reason. This irrational attitude of hostility is a fixed



conception likely to preclude objective judgment of anything counter to it. The idea that race is the primary determinant of human traits, and capabilities, and that racial differences produce an inherent superiority (or inferiority) has been proven fallacious. This impious affliction ascribes intellectual, moral, or social significance to a person's genetic lineage and that a person's intellectual and characteristic traits are produced and transmitted by his internal body chemistry. It

imputes that a person's mind is inherited and his convictions, values, and character are determined before he is born by physical factors beyond his control. Reason is replaced with chemical predestination. Prejudice is an excuse seized on for discriminatory actions enabling the instigator to justify his acts of: exploitation; denial of privileges and freedom.

Callousness about the freedom of one group of people however, can lead to callousness about ALL

freedom. Remember, it was this kind of thinking which led to the debased and cruel behavior fomented by the Nazis on the hapless Jews of Germany.

There is a story about a man, who, over the phone was told that a house for sale could be gotten and that he could come to the realtor's office to deposit the required down payment; but when the prospective buyer came, the broker refused his money saying that there was an error made and that the house was not for sale to him. That night the house of the realtor caught fire with his young child alone in it. A fireman rushed into the burning building and rescued the child although he was severely injured in so doing. The broker, informed of the mishap went to thank the heroic fireman, and as he gazed upon him discovered that the fireman was the man whom he had, that morning, refused the chance to buy a house in the neighborhood. The fireman was black.

When mankind forsakes prejudices, all men, women, and children will be able to peaceably live together, work together, study together, and struggle together, transformed by the renewing of their minds in Christ, manifesting what is good and acceptable and the will of God, following not where the path of their forefathers led, but blazing a new trail of love where one is not judged by the color of his skin but by the content of his character, heart, soul, and mind. Then can all mankind, the world over, "let all bitterness and wrath, and anger and clamor, and evil speaking, be put away, with all malice, and be kind one to another...and walk in love" (Ephesians 4:31; 5:2).

Lewis Graves
Springfield Branch
Newark Public Library

Sprucing Up For Spring

Since her arrival in September, home for Sister Anne Quirk has been a tiny corner at 51 Somerset in the Douglass-Harrison Complex. The Christmas vacation afforded an opportunity for her teacher friends from Philadelphia to put their talents to work painting her office, and giving it a new look. The antique-white walls are now enhanced by attractive

green drapes at the two windows. Sister has ideas for colorful landscapes and hanging plants for Spring.

The two Sisters of Saint Joseph got numerous offers to branch out in the painting field around the neighborhood, as well as in-house employment. We are happy to hear they are now hard at work — doing what they do best — teaching.



Sr. Anne Quirk (R) wants the job done right by volunteer painters Sr. Virginia Fitzgerald (L) and Sr. Helen Bradley. (center)

February is Black History Month

A CHANGE OF PACE



ST. JOSEPH PLAZA
THE SANDWICH SHOP
233 W. Market Street
Newark, N.J.



Relax in the quaint atmosphere of the *Atrium* in St. Joseph's Plaza. Enjoy a delicious buffet including chilled wine, beer and many of your other favorite drinks.

For your listening pleasure piano selections by Curtis Watkins accompanied by Emily Ross, vocalist.

FRIDAY NIGHT SPECIAL
From 5:00 P.M. until 11 P.M.

SCRUMPTIOUS BUFFET

Cash Bar

At Your (Social) Service

by the Staff of NCC Social Services Department

Snowstorm Creates Food Emergency

On Monday, January 26th, after a second snow storm in a row caused the Nutrition Program to be shut down for a third day it became a serious concern in the Social Service Department as to whether the senior citizens who normally attend the program or who have a meal delivered to their apartment, had enough to eat. To be on the safe side, Sister Anastasia, Gloria Chambers and

Sister Veronica cooked veal and chicken and sent word around that it was available. Their concern proved valid as they served at least forty people who came to receive food. Tony Brown, a volunteer worker, helped by carrying meals to some of the "shut-ins" at 180 South Orange Avenue. Mr. Milton Terry was one of those fortunate people.



Volunteer Tony Brown hands over a most welcome warm meal to NC Associates resident Milton Terry.

NCC Seniors Tackle "Recycling In Newark"

The senior citizens living in New Community housing pride themselves on keeping abreast of world happenings — and its needs.

As members of a generation which took care of possessions and put them to good use for years on end, the "disposable" society of today has not been popular with them. The concept of recycling aluminum cans, however, does make sense — and they have taken the initiative to begin a new program to support recycling called "NCC Seniors Recycling in Newark."

It will begin February 5th.

Aluminum cans are now being collected at all senior buildings in NCC. The program will be coordinated by the City of Newark, Office of Recycling and is sponsored by Alcoa Recycling in Edison, New Jersey.

Only soda and beer cans which are

recyclable will be accepted. No food cans are recyclable. Non-aluminum cans such as Yoo-Hoo, Hawaiian Punch, Goya Juices and Chocolate Cow are not acceptable.

Procedures for recycling:

1. Rinse can.
2. Let dry.
3. Put in container (on your floor).

Alcoa will come at set intervals to collect the cans from each building. Money received will be placed in a fund for them.

The New Community Seniors deserve a round of applause for starting a new program of this kind and giving new meaning to the word "WASTE". Nothing goes to waste when our sharp seniors are at work. They can work miracles. Why they even turn aluminum cans into gold!

For Those Over Sixty

Every week day a delicious hot meal is provided for Seniors over 60 years of age at NC Associates, 180 South Orange Avenue in Newark. Some things which appear on the menu to delight the palate are country fried steak, chicken Teriyaki, turkey, Italian sausage and beef

Room of 180, where the food is served. Someone is there to take their name and a fifty cent donation. No one is turned away who does not have it. An average of sixty to seventy persons attend this program each day.

At 12 o'clock, a prayer is said and



Debra Goldfarb dishes out freshly prepared tartar sauce in NC Associates' kitchen.

stew, to mention a few. The menu is prepared by Debra S. Goldfarb, Nutritionist consultant for the Newark Nutrition Project For the Elderly in Newark with the collaboration of Joanne Nassiruddin, the head cook at Babyland III. Debra and Joanne meet to determine the specific types of food that people like in this Newark area.

Early each morning the meals are cooked in Babyland III and at about 11 A.M. temperatures of the food are taken and the food is sent across the street to the kitchen of 180 South Orange Avenue, where temperatures are taken again to be sure the food is hot enough to serve.

Around 11:30 A.M. the seniors begin to come to the Community

Magnolia Brown, Odessa Mitchell, Florence Cosby and Nora Bell, the women who work in the kitchen, begin to serve up the food. Volunteer hostesses immediately carry trays of food, to tables where the handicapped sit.

Within fifteen minutes the numbers of the other tables are called and the people come to the window for their trays of food. The seniors sit at any table to converse with the people they enjoy. Sometimes there is music in the background and on special occasions there are entertainment and gifts. Everyone agrees that it's a good time to come together with other people.

Sister Veronica



Planning the weekly menu, Nutrition Consultant Debra Goldfarb (L) confers with Joanne Nassiruddin (center) and Sr. Veronica.

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FOR
BATTERED WOMEN
AND THEIR CHILDREN**

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24 HOUR HOT LINE CALL ANYTIME

ATTENTION ALL TENANTS

NCC Health Care Center
623-2480

Transportation to NCC Health Care Center will be provided for your convenience.

Martin Luther King Birthday Celebration Held

"Aren't you proud of us, Father Linder?" beamed Rosalie Trogon as she presented a check for five hundred dollars for the NCC Youth Scholarship Fund to Eladio Negron, Youth Activities Coordinator, at the fourth annual birthday celebration of Dr. Martin Luther King held at NCC Roseville on January 17th.

Each of the six senior citizens buildings assumes responsibility for this event on a rotating basis, since it is an activity of the Senior Advisory Board. The fact that Roseville is the smallest of the senior buildings and has limited facilities did not prevent the board members from accomplishing their goal of a fitting celebration, proceeds of which go to the scholarship fund.

Generosity of service and donations were key factors in the successful venture as well as the fact

that all buildings purchased tickets. NCC Gardens donated the proceeds of their 50/50 as well and Manor Seniors lent their treasured portrait of Dr. King.

All this collaboration for the benefit of the NCC Youth Scholarship Fund was the real tribute to the man who gave his life for others.

Guest speaker, Mr. Gerard Anderson, National President of Black Data Processing Associates, enumerated the successes of Martin Luther King, recognized his unfinished business and pointed out that which threatens to reverse the dream. His inspiring and challenging message set forth a stronger sense of responsibility to keep the dream alive.

Msgr. Linder extended the benediction and announced the good news that the dream of the new shopping center is still alive. As

delightful, were the songs and recitations provided by St. Rocco's Children's Choir and a representative group of the NCC after-school program. Warm and friendly people

and a delicious home-cooked meal helped make the event a memorable one.

Sister Kathleen



The St. Rocco children's choir sings out lustily.



A delighted audience at NC Roseville's Martin Luther King birthday celebration (left) smiles in appreciation as a group of NCC after school tutorial program students entertain them. (above)

NC Manor Families

December 20th was the Christmas Party at NCC Manor Families. In addition to the gifts for the kids, there were hot dogs, soft drinks, fruits, nuts and candy. Christmas would not be Christmas without one of Santa Claus's helpers (portrayed by David Marshall) stopping by. Music was furnished by Charles Davis. Everyone had a great time.

Decorations were donated by the Board members. The Community Room was decorated and the trees in the court of NCC Manor were lit to add more holiday cheer.

This was the second annual Christmas Party for the tenants of NCC Manor Families given by the Board members. Special thanks and appreciation go to Doris Hinton; Marilyn Reed; Beulah Moore; Lottie Usry; Dorothy Kelly; and Orea Stephens. These ladies, all Board members, worked very hard selling dinners, candy and sodas to raise money. They then put together the huge task of purchasing and wrapping gifts or purchasing and preparing the food and decorating for this gala event. They created another successful Christmas Party for the tenants at NCC Manor Families located at 225 Hunterdon Street.

There are 66 families in NCC Manor Families and each family was

given a gift. Altogether gifts were purchased for 36 girls and 28 boys, under the age of twelve, by the Board members. All 180 patients in the NCC Nursing Home were also remembered with a gift. Children and adults of NCC Manor families sang carols and presented the gifts to the patients at the Nursing Home on December 23rd.

Christmas is a time for giving and sharing and that is exactly what the tenants of NCC Manor demonstrated during this holiday season. Not only did they share with one another; they reached into their hearts to help others as well.

Here are two examples. First, the tenants contributed to a collection of \$100.00 for the kind and considerate work of their Superintendent, Mr. Frank Frazier. It represented their thanks for a job well done. Second, a collection was taken for Aisha Shakir, a seven month old infant who is in need of a liver replacement. Mrs. Esther Valentine arranged that collection.

We hope that little Aisha finds a brighter day in her life.

There is a great deal of caring in NCC Manor Families and we are proud to be able to tell you about it, for that is what the true spirit of Christmas is about — all year long.

Patricia Edwards

NC Gardens Seniors Remember



Members of the 265 Club observe Martin Luther King's birthday with a solemn candelighting ceremony at NC Gardens. They are, L-R: Helen Smith, Mary Bell, Sarah White, Mary Shipman, Edna Davis, Geraldine Williams, Alice Briggerson, and Mildred Ervin.

St. Rose Of Lima Students In Cooperative Science Program

On January 14, 1987, Brother Kenneth Grondin, C.F.C., Principal of Essex Catholic Boys High School invited the students of St. Rose of Lima School to use their science labs.

It was part of a service of the Cooperative Science Program extended to the area grammar schools during the mid-term examination week of January 12th.

Essex Catholic has three (3) fully equipped science labs. The classes in the Junior High Division of St. Rose's had been given the opportunity to use the chemistry for the sixth grade, physics for the seventh, and biology for the eighth. The three teachers in the 6th, 7th and 8th grade classes, Mr. Dan Fabrizio, Miss Eugenia Johnson, and Miss Emerita Cabato, respectively, assisted the science staff in the laboratory investigations.

Ms. Dzic, Essex Catholic, Chemistry teacher, handled the 6th grade class. She was impressed with the students as they performed their investigation of elements, compounds, and mixtures.

Through various common compounds, the students were able to determine the acids, bases and neutral substances with the use of indicators.

The 7th grade class used the physics lab. Brother J. Lebonitte, the instructor, was so pleased by the students' enthusiasm as they experimented with the measurement of mass and density, and other energy relationships, with use of pulleys. They were familiarized with buoyant force, water displacements, and the mathematical computation of density of some solids.

The most involved group was that of the 8th grade class in biology. The



Bro Lebonitte assists Shalanda Curry, Lakisha Gordon and Jennifer Taylor with the apparatus for conducting an experiment with mass density.

Essex Catholic Biology instructor was Ms. Donna Dorer. Each of the students was busy with several microscopic investigations. They were asked to focus and identify typical representatives of the protozoans, characterize the human blood cells, and examine epithelial cells scraped out of the inner lining of their cheeks.

St. Rose of Lima School Principal, Mr. Arthur L. Wilson was delighted by the success of this project and highly appreciative of the laudable gesture of Brother Grondin and Brother Lebonitte.

Such was the most memorable and gratifying experience for our staff and students.

Miss Emerita Cabato
Science Coordinator



Brother Davis and Miss Cabato observe as Meka Watson, Lisa Baldwin, Olabukola Ijaola and Tina Ogunbote investigate compounds and mixtures.



Bruce Gumbs, Michael Dozier, Stephanie Covington, Raashon Goodwin, Kimberly Thornes and Ms. Donna Dorer examine the operation of a mechanical eagle.



Daphne Anderson, (L) and Kimberly Thomas focus slides of protozoans.

Employment Center Policy

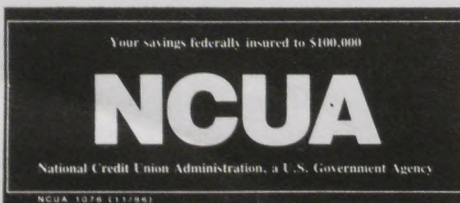
New Community Employment Center offers no-fee counseling and placement services to local residents. We assist job applicants in identifying their marketable skills, we coach them on job hunting techniques and arrange interviews with possible employers. Employers have responded overwhelmingly to this service because they have been pleased with our referrals. By pre-screening job applicants, employers can save money on advertising expenses and time on interviewing.

Employers and job applicants are encouraged to call for many useful referrals on 643-3828.

High Credit Union Rating

Michael Thurston an examiner for the National Credit Union Association, for the State of New Jersey, has examined the operations of the New Community Federal Credit Union (NCFCU).

Mr. Thurston's findings were very satisfactory. On a scale of 1 to 5, (with [1] being the high point) we were rated number 2.



St. Rose Students Reach Out

As a part of their Advent preparation for Christmas, the students of St. Rose of Lima became involved in the mission work of the Church in the world.

The students sold Christmas seals and the money went to the Holy Childhood Association. In this way, the money is going to benefit children all over the world. This fund raising program provides a chance for students to help eradicate injustices brought on by hunger, poverty and disease.

At our monthly Mass, the classes involved received Certificates of Appreciation. They also received thank-

you gifts from the Holy Childhood Association.

Sister Pierre Gardner, O.S.P. and the fifth graders are to be commended for selling the highest amount of Christmas Seals. The three highest sellers were Dale Ellis, Lian Parris and Erica Harrell, all students of the fifth grade.

By becoming involved with activities such as this, the students are reaching out to those children who are less fortunate than they. It is a learning process that we hope will last a lifetime.

Sr. Clare Terrance, O.S.P.
Religious Coordinator



Sr. Clare presents a proud 5th grader, Wayne Tucker, with a Certificate of Appreciation.